



Federal Aviation Administration

Memorandum

Date: April 7, 2020

To: Steve Dickson, Administrator

From: Jodi McCarthy, Assistant Administrator for Policy, International Affairs, Environment and Energy (A), X77954

Thru: Minh A. Nguyen, Deputy Director, Office of Aviation Policy and Plans, X72763

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Subject: Fiscal Year 2020 Corporate Short Term Incentives

ACTION REQUIRED

Establish measures and targets for the Fiscal Year (FY) 2020 Corporate Short Term Incentives (CSTI) program.

SUMMARY

The FAA Associate Administrators and Deputies working with the Performance Committee have agreed on the attached list of performance measures and targets for the FY2020 Corporate Short Term Incentives (CSTI) program. The recommended CSTIs are measurable and aggressive stretch goals, but also achievable. The CSTIs are intended to provide a corporate, collaborative approach for FAA executives to collaborate and share accountability for key agency priorities.

BACKGROUND

APL/APO leadership team and staff worked with all FAA Lines of Business and Staff Offices (LOBs/SOs) to develop the CSTIs for FY2020. Specifically, we gathered input and recommendations from all LOBs/SOs, and utilized existing governance structures such as the Performance Committee, and the Deputy Assistant/Associate Administrators meeting (aka, the Deputy's meeting) as much as possible for discussion, vetting, and approval. Throughout this process, we ensured to include work/program activities that are related to DOT and FAA priority areas.

This year, FAA leadership played an active role by providing guidance in the development of this year's performance measurements. The FY2020 list contains important new work that the FAA is committed to, ensuring that we are properly focused on the future vision for the agency. This list has been recommended for approval by the Deputy Administrator's weekly forum and the Performance Committee. The CSTIs will be published to FAA's internal website once approved, and we will work with the Office of Communications on any additional communications.

Governance of CSTIs will take place throughout FY2020 at monthly Performance Committee meetings and biennially with the Deputy Administrator's weekly forum, ensuring that proper tracking and reporting of performance is maintained through completion of the stated goals.

RECOMMENDATION

I recommend that you approve the FY2020 CSTI recommendations.

Attachment
FY 2020 Corporate Short Term Incentives

Steve Dickson
Administrator

APPROVED:



DISAPPROVED:

COMMENTS:

DATE:

4/7/2020

FY2020 Corporate Short Term Incentives (CSTI)		Lead
AOA and Managers Approved 1-13-20		
Safety		
1	Commercial Air Carrier Fatality Rate: Reduce the commercial air carrier fatalities per 100 million persons on board U.S. carriers by 50% over 18-year period - FY 2008-2025. Target for FY 2020 is 5.7. Due	AVS
2	Expand Safety Management System (SMS) in Industry: Develop agency strategy for expansion of SMS in industry based on management's decision. Achieve targets in rulemaking roadmap and approval of Part 139 SMS Rule. Due September 30. ☐	AVS/ARP/ AGC
3	Global Leadership Establish a multi-year FAA International Strategy including objectives and data-informed metrics to improve international system safety and efficiency, and achieve at least three enhanced global leadership activities in support of the new strategy to promote strategic partnerships in training and technical assistance.	APL
Infrastructure / Operational Excellence		
4	Workforce of the Future to Increase FAA STEM AVSED program outreach capabilities: Increase STEM AVSED outreach and tracking by completing all 3 targets. Due	AHR/AOC/ APL
5	North East Corridor (NEC): Achieve ninety (90%) percent the FAA's Northeast Corridor commitments within a calendar quarter of their scheduled dates. Due September 30, 2019	ANG/ATO
Innovations		
6	Operational Information System Pilot: As part of a pilot for a new way of developing software, the FAA will develop and test the "minimum viable product" for the Operational Information System, an element of TFMS that disseminates delay information to NAS users. Due September 30, 2020	ATO
7	MOSAIC Rulemaking Project: Achieve Milestone 1 for the MOSAIC NPRM rulemaking project within 30 days of the baseline schedule. Due September 6, 2020.	AVS
Accountability/ People		
8	Develop the CARL (Consolidated Agency Resource Library): The CARL will be the FAA's Information Technology search tool that allows senior executives and other key personnel to quickly access FAA authoritative information from all relevant FAA Lines of Business and Staff Offices (LOB/SO). APL and AIT in collaborate with all LOB/SOs to create, and then maintain, the CARL. All four targets	APL/AFN
9	Major System Investments: 90% of major baselined acquisition programs must be maintained within 10% of their current acquisition cost, schedule, and performance baseline as of the end of fiscal year 2020. Due September 30, 2020	AFN/ATO
10	Implement cross-enterprise certification and credentialing capability: Achieve initial cross-enterprise information capability regarding certification, credentialing and currency for required FAA occupational series. All four targets must be met. Due September 30.	AHR